



AES ORGANIZATIONAL ANNOUNCEMENT

To: All ASRC Energy Services, LLC and subsidiary employees working at Kuparuk and Alpine sites

Subject: Testing, Masking, and Vaccine Requirements

Date: December 30, 2021

Beginning January 3, ConocoPhillips Alaska (COPA) is requiring that all employees and contractors working on the North Slope either be fully vaccinated or submit a negative COVID-19 test to their employer prior to boarding northbound flights. AES Employees, who are not fully vaccinated, working at Kuparuk and Alpine will need to have a negative COVID-19 test within 7 days of flying to the North Slope for work. Additionally, individuals not fully vaccinated or with unverified vaccination status will be required to follow all face covering and social distancing requirements as outlined in the attached COPA safety bulletin.

Vaccinated employees will need to carry their vaccine card or a picture of it while traveling to or working on the North Slope.

Employees can bring proof of a third-party test to the COVID-19 testing area hosted by Beacon at the Ted Stevens International Airport (Airport) for validation or employees can also have a COVID-19 test performed at the Beacon Airport location at no cost. See below for details on the definition of a valid COVID-19 test.

AES will have a system set-up to allow employees to have access to an authorized telehealth proctor for self-administered tests. Once that system is set-up, AES will no longer be covering the cost of COVID-19 testing at the Beacon testing area at the Airport.

Valid COVID-19 Tests

A “COVID-19 test” must be a test for SARS-CoV-2 that is:

1. cleared, approved, or authorized, including in an Emergency Use Authorization (EUA), by the U.S. Food and Drug Administration (FDA) to detect current infection with the SARS-CoV-2 virus (e.g., a viral test);
2. administered in accordance with the authorized instructions; and
3. not both self-administered and self-read unless observed by an authorized telehealth proctor.

Examples of tests that satisfy this requirement include tests with specimens that are processed by a laboratory (including home or on-site collected specimens which are processed either individually or as pooled specimens), proctored over-the-counter tests, and point of care tests.



Antigen tests do meet the definition of COVID-19 test under this requirement. Antigen tests indicate current infection by detecting the presence of a specific viral antigen. Most can be processed at the point of care with results available in about 15-30 minutes.

Antigen tests are the only type of diagnostic tests that can be self-administered. To be a valid COVID-19 test under this standard, an antigen test may not be both self-administered and self-read unless observed by the employer or an authorized telehealth proctor. If an over the counter (OTC) test is being used, it must be used in accordance with the authorized instructions. The employee can submit a negative result from a proctored test that is supervised and validated by an authorized telehealth provider.

Previous COVID-19 Infections

Employees who have received a positive COVID-19 test or have been diagnosed with COVID-19 by a licensed healthcare provider, are not required to undergo COVID-19 testing for 90 days following the date of their positive test or diagnosis. This can be documented through HR Connections with a 90-day exemption letter granted. Following the 90 days employees will be required to be fully vaccinated or produce a valid COVID-19 test within 7 days of northbound travel.

Travel Requirements

Prior to your flight, employees must have proof they are fully vaccinated or report to the Beacon testing area at the airport to show proof of a valid COVID-19 test within the past 7 days or have Beacon administer a COVID-19 test. AES will inform employees when this short transition period ends and provide revised travel instructions.

We appreciate your patience as continue to navigate through this difficult time.